STATE OF THE MEDICAL SERVICE CORPS

CAPT Mike Mittelman, MSC
RDML Don Gintzig, MSC

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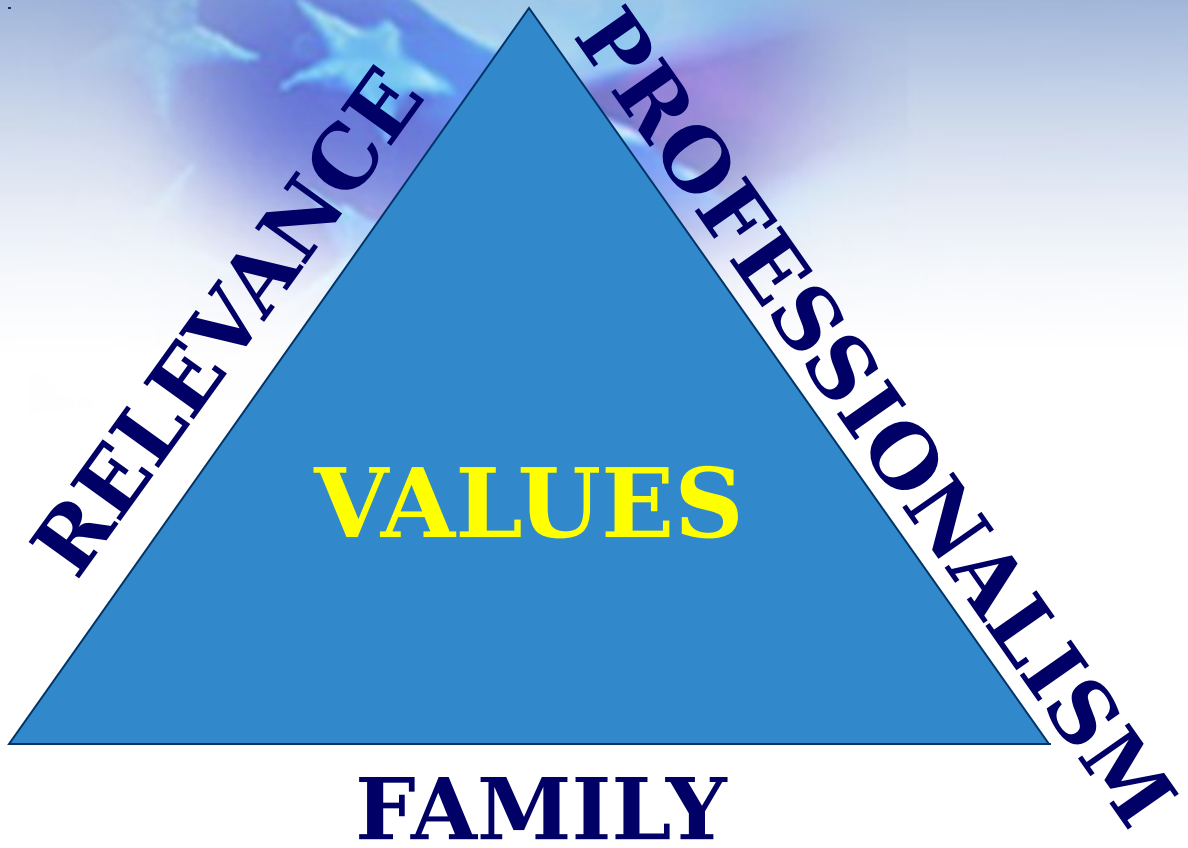
MSC VALUES



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CAREER PLANNING

- Naval Officer
- MSC Officer
- Sub-specialty Officer

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PERSONNEL PLANNING

- People are valuable asset
- Attract top quality individuals
- Retain our quality people
- Promote people according to abilities
- Training & Education are vitally important

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SPECIALTY LEADERS

- Not your detailers!
- Keep them in the communication loop
- Career Path
- Mentorship
- SG’s Advisor

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FITNESS REPORTS

- Succinct – Impact statements
- Define PERFORMANCE
- Write for your audience, tell them: WHAT, HOW WELL AND THE IMPACT of your actions
- Do NOT provide a job description or resume
- Highlight your leadership, expertise
- White space

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EDUCATION & TRAINING OPPORTUNITIES

- The MSC is committed to Continuous Learning in all forms
  - Tuition Assistance Program
  - Learning Continuum
  - Correspondence Courses
  - Duty Under Instruction (DUINS)
  - Director's Training
  - Residencies, Internships, Fellowships
  - Service Colleges

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HOT TOPICS

- Unified Medical Command
- Current Operations/Integration
- BRAC
- **Medical Readiness Review**

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MEDICAL READINESS REVIEW

- FY 05-13 8656 billets (20%)
  - 901 still need to be divested
  - 1854 are officer
    - 512 MSC (18% BA for 2005)
- 288 officer billets outstanding
- MSC vertical vs horizontal
  - THCSRR
  - Military essential

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MEDICAL READINESS REVIEW

- MSC converted 192 billets = 12%
- MSC vertical cuts
  - 104 in 4 communities
- 88 horiznotal cuts
  - 58 HCA billets
  - Small numbers in other communities
  - EDIS
- Out year FY-13

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MEDICAL READINESS REVIEW

DESRATE	RANK	Sum of FY08 ES	Sum of FY09 ES	Sum of FY 10 ES	Sum of FY 11 ES	Sum of FY 12 ES	Sum of FY 13 ES
2300	O-1	0	0	0	2	2	2
	O-2	3	5	15	25	30	31
	O-3	9	23	41	84	93	98
	O-4	4	6	15	34	36	36
	O-5	1	1	3	18	18	18
	O-6	0	0	0	7	7	7
2300 Total		17	35	74	170	186	192

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COMMUNITIES

- Audiology
- Dietetics and Food Service
- Occupational Therapy
- Social Work

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PLAN OF ACTION

- 04-06 officers w/ 12 > yrs
  - Sanctuary by 2013
  - Qualify for other AQD
  - Executive Medicine
- Officers with < 12 yrs (if qualified)
  - Baylor
  - DUINS opportunities
  - Interservice transfers
  - Veterans preference
  - Lateral transfers

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FUTURE

- STILL BEST QUALIFIED!
- Opportunities present
- Off ramps
- Still undermanned in some areas
- Still relevant

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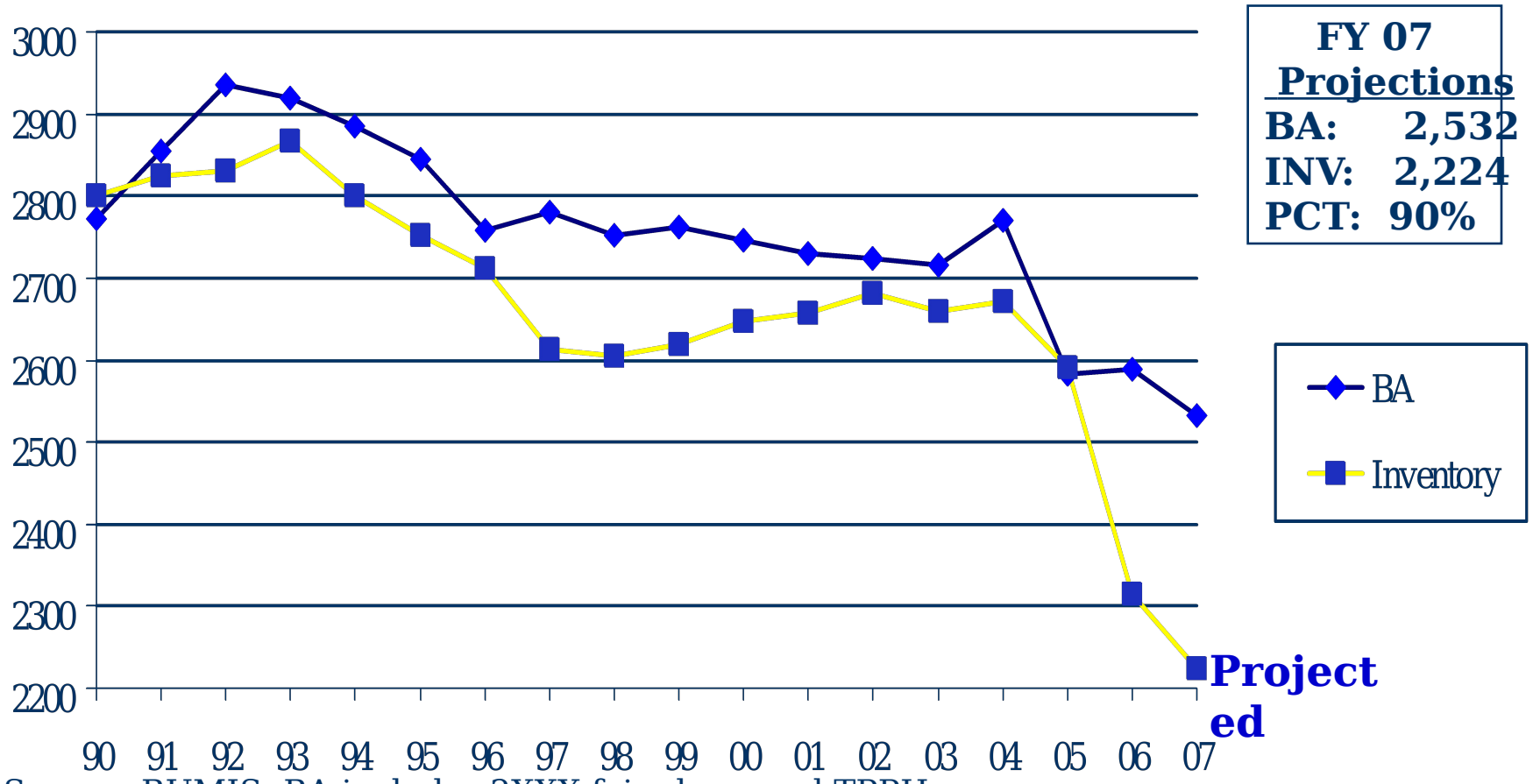
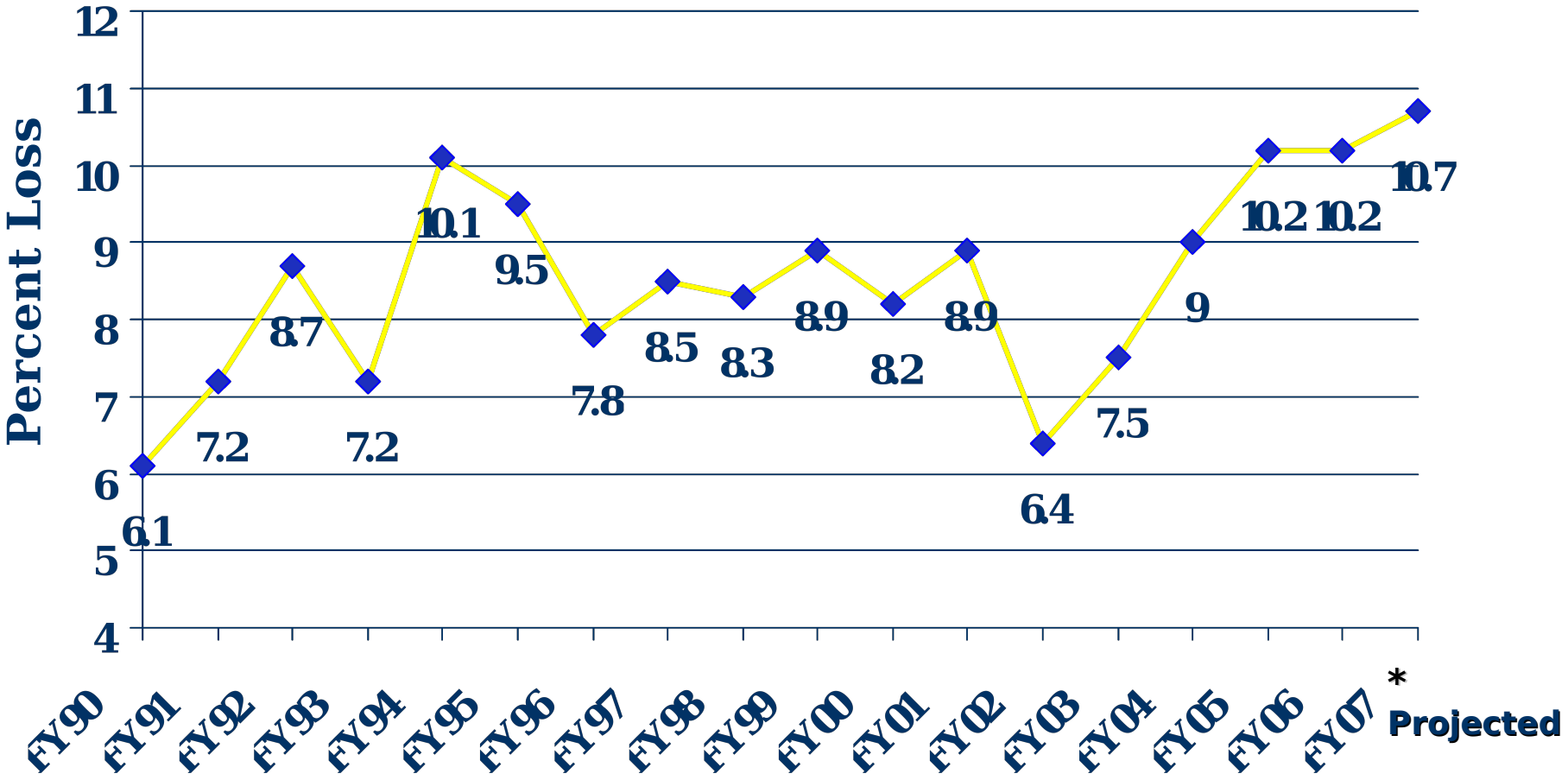
END STRENGTH vs. BA



Source: BUMIS; BA includes 2XXX fair share and TPPH.

ANNUAL LOSS RATES



Source: BUMIS

COMMUNITY COMMUNICATION

TWO WAY

- Quarterly VTC
- Director's Email
- Homepage – NKO
- List Servers
- Specialty Leaders
- Contact Us

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00MSC FUNCTIONS

- Strategic Planning & Policy
- Communication
- Personnel Planning
- Recruiting
- Career Planning
- Education and Training
- Reserve Issues
- Promotion Planning

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MTF EXECUTIVE MEDICINE

- Must demonstrate “professional healthcare administrative” skills ….Congress
  - Must have MTF experience
- Key Managed Care billets now included in this congressional mandate

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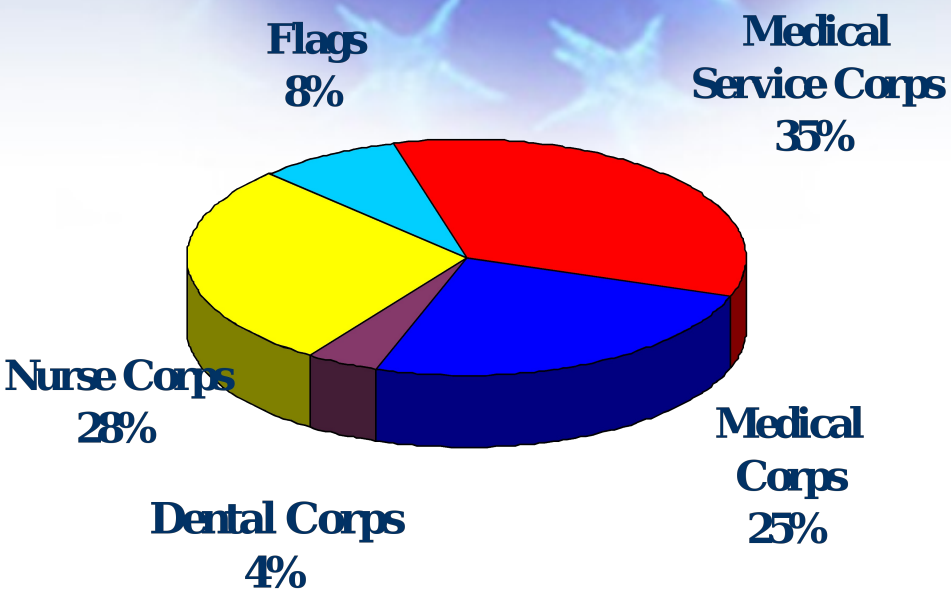
EXECUTIVE MEDICINE



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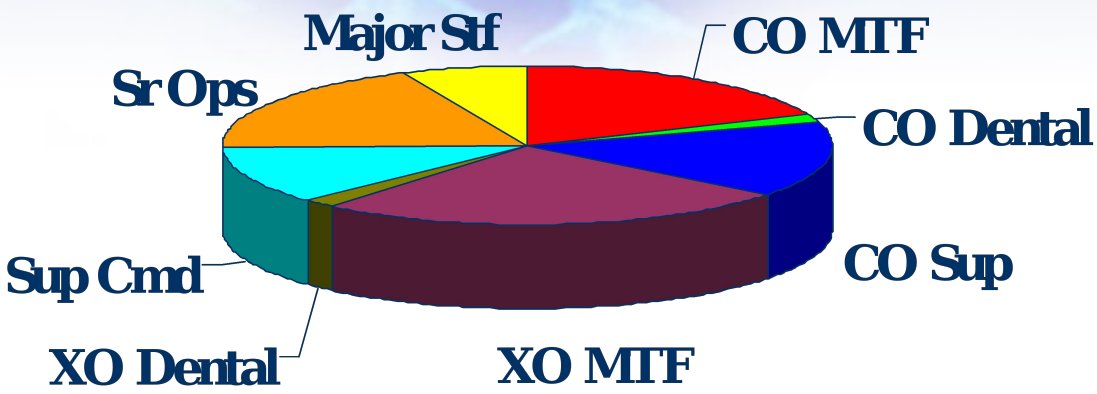
ALL LEADERSHIP



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CAREER SUCCESS

DEFINITION DIFFERENT FOR EVERYONE

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TAKE HOME MESSAGE

- Family, Relevance, Professionalism
- Planning for our future – strong
- Continuous learning important
- Promotion process fair & well defined
- Each individual MSC officer is responsible for their career but find a Mentor and ask, ask, ask!

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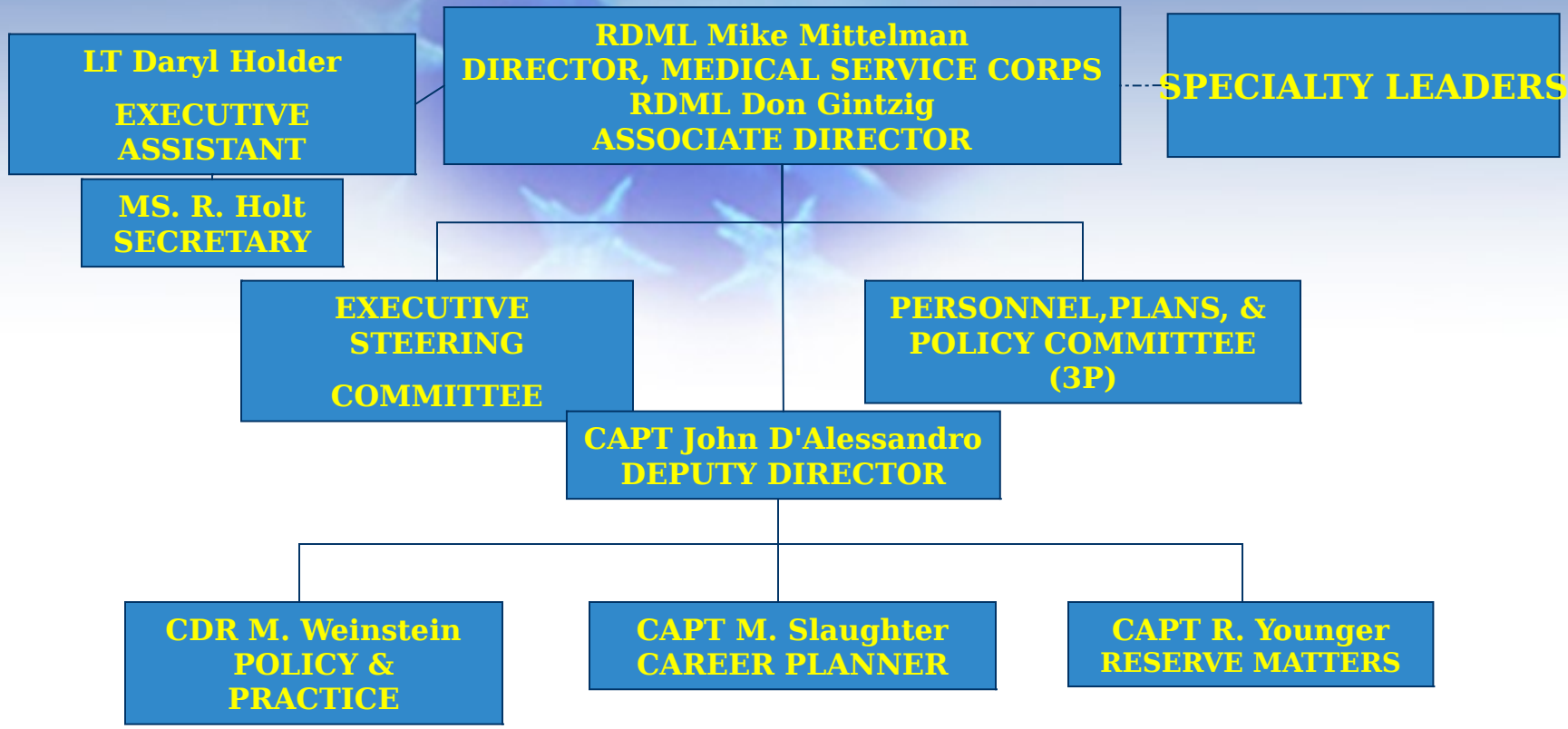
00MSC ORGANIZATION



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QUESTIONS??

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